

Working Together

KANSASWORKS and Corrections are working together to help you find the right employee for your situation. If you are an employer or know someone willing to hire an ex-offender, please contact your local Workforce Center to get in touch with a representative who can assist you with your workforce needs.

LOCAL WORKFORCE CENTER



Kansas Department of Commerce
1000 S.W. Jackson St., Suite 100
Topeka, KS 66612-1354
Phone: (785) 296-0607
E-mail: workforcedev@kansascommerce.com
Web site: www.kansascommerce.com



Jim Chastain, Offender Workforce
Development Program Manager
Workforce Development Center
1300 N. Plum
Hutchinson, KS 67501
Phone: (620) 694-2443
E-mail: jimc@kdoc.dc.state.ks.us
Web site: www.dc.state.ks.us



Kansas Department of Commerce
1000 S.W. Jackson St., Suite 100
Topeka, KS 66612-1354

SECOND CHANCE EMPLOYMENT

EMPLOY QUALIFIED, RELIABLE WORKERS
who value gainful employment and are
highly motivated. Meet your needs, change
lives and reshape the future—
give an ex-offender a second chance
through employment.



Photo by Alan Penrose

Employing Ex-Offenders

A direct correlation exists between gainful, sustained employment and the ability of a former inmate to remain crime-free. Quickly getting offenders into full-time employment upon release is good for employers, offenders, their families and every citizen of the state of Kansas.

KANSASWORKS and the Kansas Department of Corrections are working together to **help fill the labor needs of business and industry and support the safe return of offenders into Kansas communities**. Partnerships with employers are critical to making reentry a success. Everyone benefits when qualified workers can earn a living, become productive citizens and contribute to society.

Becoming Work Ready

While incarcerated, most offenders participate in daily work assignments that teach positive work values and ethics to prepare them for employment upon release. **Many offenders receive employment skills training** in areas of interest and aptitude, instruction on developing a resume and preparing for a job interview and education on job retention and goal setting. **Some offenders participate in specialized training programs** aimed at meeting the current labor needs for the Kansas job market (e.g. construction, manufacturing, computer technology, etc.).

The Kansas Department of Corrections is open to expanding relationships with employers to fill specific labor needs and will consider developing training and apprenticeship-type programs for careers that are in demand.

Benefits/Incentives

- Qualified, well-matched employees
- Reliable, motivated workers who value gainful employment
- Employees with a wide range of support services
- Reduction in federal tax liability up to \$2,400 per new hire
- Federal Bonding Program protecting employers against theft, forgery, larceny and embezzlement at no cost
- Additional training/wage supplement for those who qualify

Assessing a Conviction

All ex-offenders referred for employment are prescreened for job placement, but employers should also assess a conviction before hiring. In most cases, it is legal for you to hire an ex-offender. While there are some jobs that individuals with certain criminal histories cannot hold due to the nature of the job, most occupations are open to qualified ex-offenders. Here are some factors to consider when making an individual determination about a job applicant:

- Relevance of the criminal offense to the job being sought (for example, a bookkeeping position might be a temptation for someone convicted of embezzlement)
- Amount of time elapsed since the offense
- Severity of the offense
- Whether the offense was work-related
- An ex-offender's attitude regarding the offense
- Positive support systems the ex-offender now has in place

Assistance Provided

Assistance provided includes, but is not limited to:

- Regular monitoring of ex-offender's progress
- Employer assistance with employment-related concerns
- Mandatory drug testing at no cost to employer
- Sharing of conviction information, including:
 - conviction history (crime(s) of conviction, county, date-of-offense, case number)
 - sentence structure (individual sentences, controlling sentence)
 - location (admission and release dates, facility movements and dates)
 - supervision level
 - institutional disciplinary record (violations for which found guilty)
 - conditions of supervision (excluding special conditions pertaining to mental health or substance abuse counseling)
 - condition violation(s) resulting in previous revocations
- Assisting businesses in hiring with confidence by providing job matching, career counseling and outreach
- Providing job readiness orientation, job assessment, pre-employment education and/or training, retention assistance and post-placement services
- Offering continued support to both the ex-offender and employer through a network of resources